



ENGLAND
ROWING

Lead Coach Juniors
(Home International Rowing Regatta)

Application Pack

TEAMWORK | OPEN TO ALL | COMMITMENT



The Voluntary Role

Role Title	Lead Coach Juniors (HIRR), England Rowing
Type	Voluntary
Reports to	Team Manager, England Rowing (HIRR)
Location	National

The Home International Regatta is an historic annual competition dating back to 1962 seeing the four “Home Nations” of England, Scotland, Wales & Ireland compete. The event has a rich history, with many Olympians having raced here for their first international representation, the event has created a clear pathway onto Great Britain and Rowing Ireland national teams for decades.

In the voluntary role of Lead Coach - Juniors, you will advise the Team Manager in the selection of the Junior Team and lead the junior coaching team at the Home International Rowing Regatta (HIRR). You should be visible at notable events throughout the season to promote the team and encourage suitable individuals and crews from Clubs and Schools to enter the England Trials process.

Criteria for Success

Full Team Selection: Successfully select a full competitive Junior Team for the England for HIRR.

Collaborative Leadership & Advocacy: Effectively lead the Junior Team to focus on providing a supportive athlete pathway opportunity whilst also actively advocating for England Rowing and all its teams.

Pathway Development: You will have created a positive development experience for junior pathway athletes and coaches on the team with aspirations of representing Great Britain in the future.



About You

We are looking for a dynamic and future thinking Volunteer Lead Coach Juniors to lead our junior athletes and coaches at the Home International Rowing Regatta.

You'll be an effective communicator able to inspire and enable both coaches and athletes to perform to the best of their potential at the regatta.

You will have a good understanding of the Junior and U19 rowing community across England and already have a presence within those communities.

You will advise the Team Manager in the selection of the Junior Team and have experience of coaching and managing athletes, as well as coaches, in a performance environment.



About Us

We are the governing body for rowing, responsible for supporting grassroots rowing in England and the selection of England Teams for Home International and Commonwealth Competitions. We also manage the selection of the GB Rowing Team ready for the Olympics, Paralympics and other international competitions.

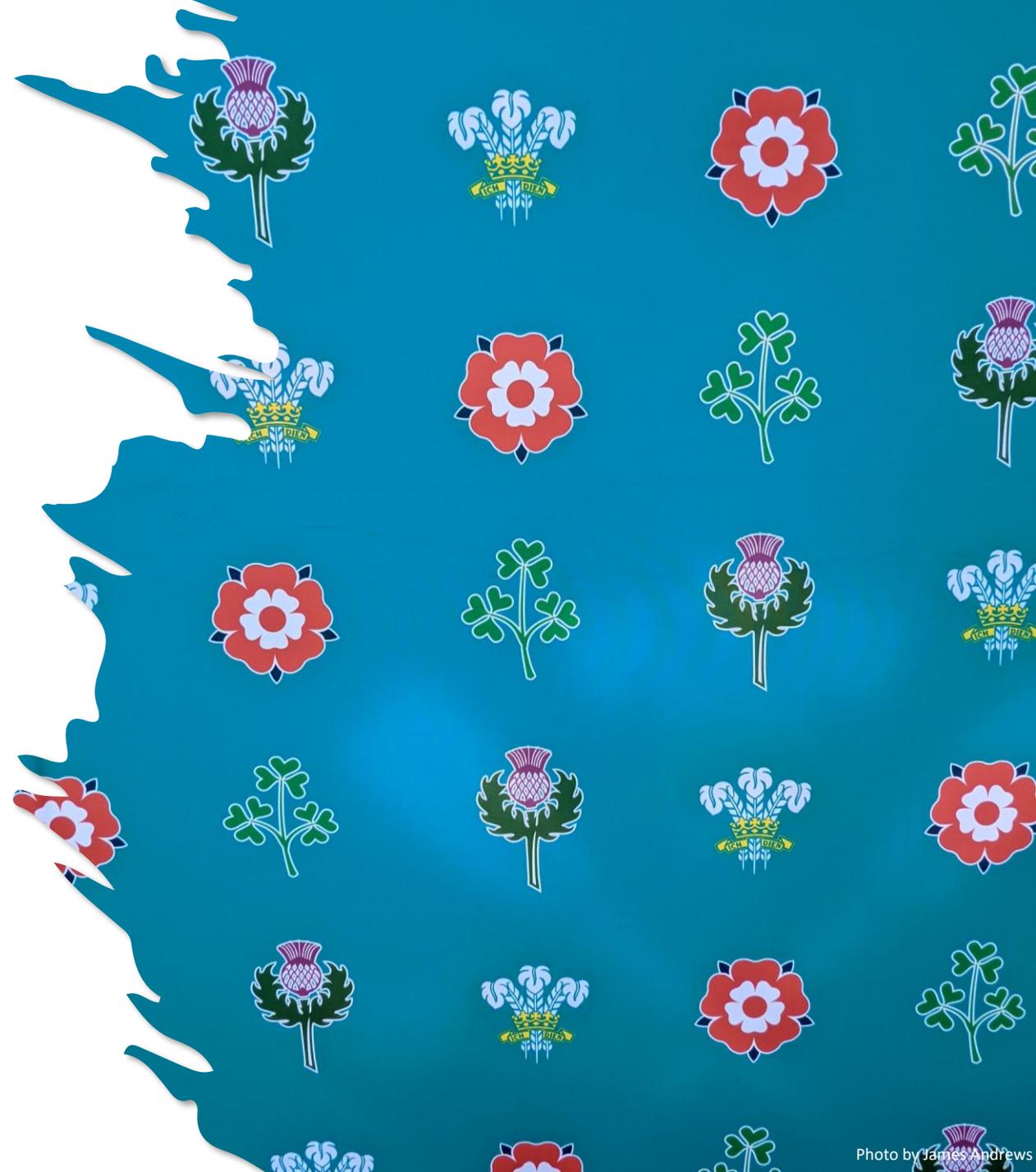
British Rowing is committed to growing all forms of the sport. Delivering an inclusive pathway that allows athletes from a diverse range of backgrounds to reach their potential is just part of our work towards achieving this goal.



About the Home International Rowing Regatta (HIRR)

The Home International Rowing Regatta (HIRR) is a historic annual competition dating back to 1962 seeing the four 'Home Nations' of England, Scotland, Wales and Ireland compete. Every race counts towards combined team trophies for Junior Women, Junior Men, Senior Women and Senior Men.

Changes, announced for 2026, mean all rowers will have three races, with racing taking place over 2000m for all boat classes, with the 4x and 8+ racing a second time over 500m.



Responsibilities

- Encourage participation in the England trials process by targeting schools, clubs, and high-performance centres capable of meeting the standards expected of the England Rowing team.
- Make up part of the Selection Panel, along with the England Pathway Manager and the Team Manager, that manages the selection and composition of junior crews for the Home International Regatta.
- Work with selected coaches and athletes to coordinate training opportunities between trials and the Home International Rowing Regatta.
- Leads the coaches and athletes in training and racing at the Home International Rowing Regatta.
- Supports crew coaches in their work with England crews.
- Leads the evaluation of trial and racing results.
- Leads development opportunities with coaches whilst part of the England Rowing Team.
- Ensures team discipline, morale and standards are of a high standard.
- Supports the Safeguarding & Welfare Officer to ensure the welfare of the team and oversees duty of care for coaches and rowers in the junior squad.
- Follow British Rowing Policies and Procedures and ensure that these are understood and followed by any workforce and/or athletes for whom the post-holder is responsible. Special attention should be given as appropriate to policies on Safeguarding, Anti-Doping (including use of supplements) and Water Safety (RowSafe).
- Present a positive image of British Rowing, England Rowing and Home International Events in any public context and supporting publicly the National Lottery and other British Rowing / England Rowing sponsors. The post-holder should wear England Rowing clothing as appropriate.

This list is not to be regarded as exclusive or exhaustive, as there may be other reasonable duties and requirements associated with the post, which British Rowing may call upon the post-holder to perform from time to time.

Person Specification

Essential

- **Passion for developing aspiring athletes:** You'll be passionate about supporting developing athletes looking to progress on the GB Performance Pathway.
- **Communication and Leadership:** You will be able to communicate effectively and inspire and enable others to be the best version of themselves.
- **Coaching Experience:** You will have coaching experience, ideally in a junior performance environment.
- **Policy and Compliance Commitment:** You will commit to following British Rowing Policies and Procedures and ensuring they are understood and followed by the workforce and athletes, with special attention to Safeguarding, Anti-Doping, and Water Safety.
- **Collaborative Team Player:** You can seamlessly integrate into existing teams and programs, communicating effectively with rowers, coaches, and staff to ensure a cohesive and supportive environment for athlete development.
- **Committed to Professional Development:** Will currently hold or be willing to complete:
 - UKCC Level 2 Certificate in coaching rowing or equivalent.
 - First Aid training.
 - Safeguarding and Protecting Children training.
 - Clean Sport / Anti-Doping Training
 - DBS/CRC documentation as obtained by British Rowing.



Person Specification

Essential (continued)

- **IT Proficiency:** Proficient with Microsoft (e.g. Excel, Word etc) and Google systems (e.g. Gmail, Drive, Sheets)
- **Advocacy and Positive Representation:** You will present a positive image of British Rowing, England Rowing, and the Home International Rowing Events.
- **Willingness for Flexible Hours:** You will be able to work flexible hours reflecting the needs of the role, including evenings and weekends, especially for set event and trial dates.

Desirable

- **Coach Mentor/Educator Experience:** You will have experience in mentoring and developing other coaches.
- **Coaching Experience:** You will ideally have produced GB or England Rowing Team athletes and hold a UKCC Level 3 (or higher) Certificate in coaching rowing or equivalent.
- **Policy and Procedure Adherence:** You possess a strong understanding of, and commitment to, British Rowing's policies and procedures, particularly regarding data protection, safeguarding, Anti-Doping, and Water Safety, and can ensure their proper implementation.



Our Offer

The position of England Lead Coach Juniors (Home International Rowing Regatta) is a voluntary position, and reasonable expenses will be covered. (e.g. travel, accommodation and qualifications required for the role.)

As part of our offer to you, you'll be given a British Rowing Coach membership, and you'll be supported through opportunities to gain experiential learning.



Applying

To apply, please complete this [application form](#) and send it along with your CV to our England Pathway Manager, [James Andrews](#). No need to send a cover letter.

Applications will close at 09:00 on Monday, 23 March, but if you like the sound of the role, make sure to get your application in straight away!

Interviews will take place via “Google Meet” on Wednesday, 1 April, between 09:00 and 13:00.

If you have any questions or would like an informal discussion about the role, you can contact [James Andrews](#) (England Pathway Manager) or [Chris Callow](#) (England HIRR Team Manager), who'd love to talk with you about answering any questions you have!



Additional Information

Anti-Doping

The post-holder is expected to be fully conversant with the core requirements of the WADA Anti-Doping Code and its requirement on coaches and Team Support personnel to set a good personal example in this field. When directly working with athletes the post-holder has a responsibility to inform them appropriately of the Code's application to them and to influence them in following a 'drug-free' culture.

Scope

The post-holder is jointly responsible for maximising all coaches and athletes' potential. Successful impact will produce motivated athletes, a strong England Talent Pathway pipeline and secure funding for British Rowing programmes.

Hours & Dates

The post-holder's hours will be flexible to reflect the needs of the role and, while maintaining an appropriate work/life balance, will include time in evenings, at weekends and over public holidays. The role requires planning in advance and can be completed in the post holders own time however the dates for the event, and trial are set. The event trial is hosted one day on the 2nd weekend in July and the event is the hosted on the 4th Saturday in July with the team usually travelling to the event on the Thursday prior and returning Saturday evening.

Remuneration

The role is voluntary, reasonable expenses will be covered by British Rowing. Expenses covered will include CPD/training costs, clothing, trial and event costs associated with the role. We will also cover basic BR membership costs.

British Rowing is a membership organisation with 30,000+ members, funded partly by the exchequer and by the National Lottery via Sport England and UK Sport. The organisation is responsible for the training and selection of individual rowers and crews representing Great Britain, and for the development and participation of rowing and indoor rowing in England. Rowing is one of the most successful British Olympic sports of all time delivering 37 Olympic and Paralympic medals since Sydney 2000. We are committed to ensuring that the sport continues to thrive from the grass roots right up to winning medals at the Olympic Games.